

## **3 FAM 4000 EMPLOYEE RELATIONS**

### **3 FAM 4100 EMPLOYEE RESPONSIBILITY AND CONDUCT**

#### **3 FAM 4110 GENERAL INFORMATION**

*(TL:PER-269; 6-30-95)  
(Office of Origin: HR)*

#### **3 FAM 4111 POLICY**

##### **3 FAM 4111.1 General**

*(TL:PER-269; 6-30-95)  
(Uniform State/USAID/USIA)  
(Applies to Foreign Service Employees)*

The attainment of U.S. foreign policy objectives depends substantially on the confidence of both the American and foreign public in the individuals selected to serve in the Foreign Service. The agencies, therefore, require the maintenance of the highest standards of conduct by employees of the Foreign Service, including an especially high degree of integrity, reliability, and prudence. Given the representational nature of employment in the Service and the diplomatic privileges and immunities granted employees of the Service abroad, it is necessary that employees observe such standards during and after working hours or when the employee is on leave or in travel status.

### **3 FAM 4111.2 Suitability**

*(TL:PER-269; 6-30-95)*

*(Uniform State/USAID/USIA)*

*(Applies to Foreign Service Employees)*

In suitability determinations, the agencies will be guided by the:

- (1) Requirement to protect the interests of the U.S. Government and to promote the efficiency of the Service; and
- (2) Need to assure fair and impartial treatment of the individuals concerned, and care in the process to avoid any unwarranted invasion of privacy.

### **3 FAM 4112 APPLICABILITY**

*(TL:PER-269; 6-30-95)*

*(Uniform State/USAID/USIA)*

*(Applies to Foreign Service Employees)*

These regulations on employee responsibilities and conduct apply to all employees of the three agencies and apply to employees of other U.S. Government agencies detailed to one of the three agencies.

### **3 FAM 4113 LEGAL BASIS**

*(TL:PER-269; 6-30-95)*

*(Uniform State/USAID/USIA)*

*(Applies to Foreign Service Employees)*

—Executive Order 11222 of May 8, 1965, as amended,

—Part 735 of title 5, Code of Federal Regulations.

### **3 FAM 4114 THROUGH 4119 UNASSIGNED**